



DOC TALK....

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MCC First in DOC History

MCC becomes the first in Maine DOC history to undergo and pass an initial ACA accreditation audit. The week of October 17 The ACA Commission for Accreditation conducted an initial audit at MCC. The Audit revealed that MCC was in 100% compliance with 43 mandatory standards and 96.5% compliant with another 448 standards. To become fully accredited, MCC must satisfactorily address another 15 standards and report to the ACA Accreditation Commission at Nashville, TN in January.

ACA auditors arrived at MCC on October 17 for a three day inspection. Early in the visit the auditors were ready to call the visit a training exercise. The visiting team found several examples of non-allowable chemicals during their initial tour, and thought that MCC's administration had not driven home the importance of staff working only with approved, allowable products. Key control was also a question mark. They were alert to the fact that MCC had come along way over the last months, but felt we were not quite there. Contrarily, they were also quick to recognize the teamwork that had taken place by all levels of staff to bring this project to success. The dorm areas shined during the visit and the auditors made note of the many great programs at MCC. The visiting auditors also realized that the tool and key policies were in place, but the practice was still very new. The teamwork in place was a deciding factor in allowing the review to go forward. Many individuals, line staff, supervisors, kitchen and maintenance staff, and department heads, worked side by side through the first night to assure that matters brought up during the first day of the tour were no longer an issue. Several staff members and prisoners held a GI party in the kitchen well into the early Tuesday morning hours. The teamwork of all staff was the one overriding factor that brought the tour to a successful end.

As you all know, the audit process is a two to three year long event in preparation. Many thanks must go to the audit team lead by ACA Coordinator/ Correctional Officer **Ken Sawyer**, and Correctional Officers **Jack Redmond**, **Walter Parelus**, and **Dennis Shipman**, Fire and Safety Officer/Sgt. **Lester Baker**, and Tool Control and Emergency Procedure Development/Captain **Brian Libby**. These six individuals worked tirelessly toward making MCC a safer and better place to work.

We must recognize the efforts of the maintenance department under first **Mike Ott** (retired) and later **Mike Robertshaw**, which spent endless hours previous to the audit fixing some chronic issues that go with an older facility. The whole department stepped up and worked the last few weekends to finish repairs and painting.

Lastly, the Correctional Officers, veterans and new, were as important a part of this process as anyone. Their work in the dorms was very obvious as appearance of the housing areas were necessarily spotless. Unit managers, Captains, and Sergeants worked with line staff to go over potential questions to be asked. Officers' answers to log entries, keys, emergency procedures, MSDS sheets, etc. were crisp and clear. Auditors made note of that.

All in all, the process is a team effort by all involved. The staff should be proud of their accomplishment to date. A lot has been achieved as far as a safer environment for staff and prisoner. However, there are a few more large steps to be taken to reach accreditation.

MCC staff wishes the other facilities well in their efforts as their audit dates arrive. We certainly are willing to assist as we can.

Scott Burnheimer

See Photo of Honor Guard with Governor on page 16

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Food for Thought

**Do the best you can;
With what you have;
In the time you have;
In the place you are"**

*This is a quote from **Mtosi Johnson**, an eleven year old African boy who died from AIDS. The quote was submitted to the newsletter by **John Jenkins** after his recent presentation to the Maine Adult Correctional Education Association at the Maine State Prison.*

CENTRAL OFFICE

EMPLOYEE OF THE YEAR

Lisa Nash, Region 1-A, has recently been awarded the Department of Corrections' Employee Service Award for distinguished service within this past year. Lisa has been with DOC since 1983. She has been a Probation Officer for 15 years and Assistant RCA for nearly 3 years. She also has been acting RCA for over two months. In addition, she has worked very hard as the Project Administrator on our NIC initiative while carrying a full Drug Court caseload. Lisa presented Maine's NIC participation involvement to numerous states, helping Maine become a national model. In terms of her involvement with the Institute of Corrections Project, Lisa helped to organized and direct this initiative. She was a full participant gaining experience as a trainer in both motivation interviewing and the LSI process. **CONGRATULATIONS** Lisa in your recent promotion to Regional Correctional Administrator!

WELCOME TO OUR NEW HIRES:

Laurie Pike, MRN Reentry Specialist

WELCOME BACK:

Dyana White

RETIREMENT:

Eve Richardson, Advocate

DEPARTMENT OF CORRECTIONS

MDOC Central Office Employee Recognition Celebration

The MDOC Central Office Administrative Staff hosted a Employee Recognition Day luncheon for all of the MDOC Central Office staff. The event was held at **Ralph Nichols'** home and back-yard in Augusta. The celebration was enjoyed by all and the weather was very nice. **Esther Riley** and **Monica Gorman** did a superb job coordinating the food and festivities. The MDOC Administrative Staff outdid themselves by providing all of the wonderful food and drinks. The planned festivities included a desert contest, which was won by **Esther Riley**; a horseshoe contest, which was won by **Jon Richard**; and a bocce ball contest, which was won by **Kelene Barrows**. The live entertainment included great lyrics and music provided by **Nathaniel Hussey**, **Patty Guptill**, **Esther Riley**, and **Jan LaPointe**, and some great stories from **Tim Piekart**.

MDOC Commissioner, **Marty Magnusson** presented **Sharelyn Page** with an Outstanding Dedication Award. (See following article)

A SPECIAL THANK YOU to **Ralph Nichols** for the use of his home and to everyone else that helped provide this wonderful event!!



MDOC Outstanding Service Award

Marty Magnusson, MDOC Commissioner presented **Sharelyn Page** with an Outstanding Dedication Award at the Employee Recognition Day luncheon that was held recently in Augusta.

Sharelyn was recognized for her hard work, perseverance, and outstanding dedication on the Department of Corrections New CORIS Financials Module.

Sharelyn has worked for the MDOC a relatively short time, but her enthusiasm, attention to detail, and dedication, make her a valuable asset to the Department's Central Office staff.



Service Center - Corrections

The enterprise solutions are beginning to take shape for the Department of Corrections. **Dave Packard** was selected to be the Agency Information Technology Director for Corrections. **Jon Richard**, his Information Services Support Manager has accepted the position of Director of Enterprise Operations in the OIT Central Organization. This is a real loss for Corrections, but a tremendous opportunity for Jon.

Jody Breton has been selected to be the Director of the Service Center overseeing Finance and Human Resources. **Charlene Gamage** has been selected to be the new Director of Human Resources. **Rick Record** from the Department of Inland Fish & Wildlife has been selected to be the new Deputy Director of Finance.



Implementing Evidence Based Practices

The department held its annual management retreat this week. Facilitated by the National Institute of Corrections and the Crime and Justice Institute, correctional administrators identified progress made in implementing evidence based practices. The consultants to the department commented that they have not experienced an organization that has made this considerable progress in such a short time. Correctional administrators focused part of the meeting to recruitment and retention issues. These issues are resulting in cost and effectiveness concerns and a concerted department-wide response is warranted.



From the MDOC Archives

The archive photograph in this article shows **Wes Andrenyak**, current MDOC Chief Advocate, and one of his martial arts students giving a presentation on Basic Self Defense. This demonstration was part of a full day agenda at the MDOC Annual Clerical Workshop that was held at the Maine Criminal Justice Institute in Waterville in the early 1990's. **Don Allen**, the then current MDOC Commissioner was guest speaker at the workshop. Clerical staff from all of the correctional facilities and probation & parole offices attended the annual workshop.

picture

If anyone has any old MDOC photographs that they would like to submit to the **DOC TALK** to use for this section, please contact Ellis King at 287-4342. The photographs will certainly be returned to the sender.

Did You Know ?

The American Probation and Parole Association (APPA) is at the vanguard in exploring issues relevant to the field of community-based corrections. APPA provides training and technical assistance, clearing-house services and advocacy.

This community supervision function is responsible for the bulk of the correctional population in the United States. At the end of 2003, some 4.8 million adults were on probation and parole, compared with approximately 2.1 million adults in jail or prison. Seventy percent of the adult correctional population is under the jurisdiction of probation and parole officers. Juvenile court statistics reveal that probation is imposed in 62 percent of adjudicated delinquency cases and that some 675,000 juveniles are under probation supervision.

Check out this great web-site (<http://www.appa-net.org/>) for articles and information concerning Community Corrections. The following topics are just a few of the ones available on this web-site.

Trends in Probation and Parole in the States by Bill Burrell (reproduced with permission from the Council of State Governments, Book of the States, 2005) visit http://www.appa-net.org/ccheadlines/docs/Trends_Probation_Parole.pdf

Who oversees Probation and Parole in each state and how do I reach them? Detailed information on a state by state format.

Who is armed and how is the arming of Probation and Parole Officers regulated? Detailed information on a state by state format.

American Probation & Parole Association and Project Safe Neighborhoods.

This project seeks to include probation and parole professionals in the Project Safe Neighborhood's effort to combat gun crime by identifying critical issues facing them as they begin to implement a more proactive, focused approach to community supervision and cooperation with other criminal justice agencies to reduce gun crime by those prohibited from owning firearms.

Maine Adult Correctional Education Association

The Maine Adult Correctional Education Association held it's last bi-monthly full-day meeting at the Maine State Prison (MSP) in Warren, Maine on September 23, 2005

The guest speakers for the meeting were the following:

Charles Buchal of the National Correctional Education Association (CEA). Charles spoke on the mission and goals of the CEA and advantages of CEA membership. Plans to combine the MACEA and a new Maine chapter of the CEA were discussed.

John Jenkins, Director of the Pep-Talk Program. John spoke about his program that both motivates his students and provides them with actual skills and attitudes that will help them succeed in all of their future endeavors.

29 people attended this meeting and represented the County Jails, MDOC adult correctional facilities, community adult education programs, and other interested agencies.

Following the meeting the MSP provided lunch and **Captain Ron Spearing** gave the meeting participants a full tour of the Maine State Prison. **MSP Deputy Warden Leida Dardis** welcomed the group and stayed to attend the meeting.

All correctional educators from State and County correctional facilities and anyone else that is interested in correctional education programs in Maine are welcome to attend the MACEA meetings and annual conference.



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MAINE RE-ENTRY NETWORK

By Becky Boober

The Maine Reentry Network expanded into Cumberland and Kennebec Counties on October 17. The program is now accepting referrals for persons ages 16-25 who are from or transitioning to six counties.

Laurie Pike has joined the MRN team as the Reentry Specialist for Penobscot and Washington Counties. She comes to DOC from DHHS where she has served as a children services case worker for the past five years. Previously, she worked with the Juvenile Intensive Supervision Services worker for Catholic Charities program. She has a Bachelor of Science degree in administration of justice and an Associates degree in criminal justice from the University of Maine system. She is a License Social worker in Maine.

Tammy Coburn will be responsible for starting services in Cumberland County. **Christine Merchant** will assume Reentry services for Kennebec, Knox, and Androscoggin Counties.

Maine has been selected to participate in the Council of State Governor's next phase of research on best practices in reentry initiatives. CSG is coordinating the project focused on access to benefits (primarily Medicaid and SSI/SSDI) for people returning to the community from prison or jail. It will spotlight successful approaches and challenges to prompt enrollment for eligible offenders upon release in a few jurisdictions - both to encourage a focus in those states and counties on breaking down remaining barriers, and to present their efforts as examples for people in other places who have not yet addressed these issues.

Previously, CSG worked with interagency state teams and developed case studies of current approaches and challenges in four states: Texas,

Minnesota, New York, and Pennsylvania. These documents, a summary, and an overview of related research are online at <http://reentrypolicy.org/resources/federal-benefits.php>.

The Maine Reentry Network also participates as 2 of the 19 sites selected for the U.S. DOJ national evaluation of Serious and Violent Offenders Initiatives project.

Betty Fortuin, Volunteers of America, and **Becky Hayes Boober**, Executive Director of the Maine Reentry Network at DOC, were selected to present a workshop at the International Community Corrections Association conference in Atlantic City in November. The session, entitled "Reentry without Walls or Cash: Building Community Relationships that Work" will highlight strategies to set up complex interagency contacts and collaborations to assist with offender reentry into communities. Special focus will be given to the women's unit reentry efforts and to methods of incorporating best practices from many different professional disciplines, such as corrections, mental health, education, and social work. They have also been invited to submit an article for the *Journal on Community Corrections* to describe the groundbreaking work in Maine. They are working with **Dr. Patricia VanVoorhis**, who conducted an evaluation of the Women's Unit this summer. That evaluation is being used as a platform for developing new evaluation tools specific for women's correctional facilities.



The Maine Reentry Network staff rolled out the red carpet October 5 to celebrate **Kelene Barrows'** birthday. They declared the day Queen Kelene Day in recognition of how special she is and all her contributions to the program.

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Project Safe Neighborhoods

Project Safe Neighborhoods is a nationwide commitment to reduce gun crime in America by networking existing local programs that target gun crime and providing those programs with additional tools necessary to be successful. The Bush Administration has committed \$901 million to this effort over three years. This funding is being used to hire new federal and state prosecutors, support investigators, provide training, distribute gun lock safety kits, deter juvenile gun crime, and develop and promote community outreach efforts as well as to support other gun violence reduction strategies.

In Maine, the Executive Office of the Governor, the Department of Corrections, and other State, County, and local organizations have combined efforts to reduce gun crime in Maine by informing the citizens of Maine about guns and gun crime.

One of the goals of the Project Safe Neighborhoods in Maine is to ensure that MDOC inmates that are being released back into the community are fully aware of all of the Federal Gun Laws. The following information is part of Project Safe Neighborhoods' message:

If you fit into one of these categories, you are prohibited from possessing any kind of gun or ammunition:

- Convicted felons convicted at state or federal level
- Fugitives from justice interstate flight to avoid prosecution or testimony
- Drug users or addicts
- Aliens in the U.S. illegally or non-immigrant aliens
- Mental defectives or persons committed at any time to mental institutions
- People who have formally given up their U.S. citizenship
- People who have been dishonorably discharged from the armed services.
- People involved in committing domestic violence:
 - Anyone subject to a court order (protective order) forbidding him or her from stalking, harassing, or

threatening an intimate partner or that partner's child

- Anyone convicted of a misdemeanor crime involving violence or a threat with a deadly weapon if the convicted person was the victim's current or former spouse, live-in boyfriend or girlfriend, or parent or guardian.

If you're caught with a gun, you can face harsh penalties in federal prison with no possibility of parole. And, if you have three or more prior violent felony or serious drug offense convictions, you face a minimum of 15 years in prison without parole.

Other possible federal penalties under Project Safe Neighborhoods include:

If you buy a gun for someone else and provide false information on the federal form about who the gun is for, you have committed a federal crime.

Using, carrying, or possessing a firearm in connection with a drug-trafficking crime or crime of violence, the minimum sentence you can get is 5 years, with no parole. And, if you are convicted of another count of carrying a firearm during a drug trafficking or violent crime - even during the same trial - you will automatically receive another 25 years.

If you steal guns or have anything to do with guns that you know or have reasonable cause to believe were stolen; you can go to prison for up to 10 years.

Possessing or discharging a firearm in a school zone can get you a prison sentence of up to 5 years. If you give or sell a handgun (or ammunition used only in handguns) to someone under 18 and you knew or had reasonable cause to know that the juvenile intended to carry, possess, or discharge the handgun or otherwise use the handgun or ammunition during a violent crime, you can go to prison for up to 10 years.

Obliterating or altering the manufacturer's serial number on a firearm - or even knowingly transporting or possessing such a firearm - is punishable by up to 5 years in prison.

VICTIM SERVICES

DOMESTIC VIOLENCE: SAFETY PLAN GUIDELINES

- Personal Safety with an Abuser
- Getting Ready to Leave
- General Guidelines for Leaving an Abusive Relationship
- After Leaving the Abusive Relationship

These safety suggestions have been compiled from safety plans distributed by state domestic violence coalitions from around the country. Following these suggestions is **not a guarantee** of safety, but could help to improve your safety situation.

Personal Safety with an Abuser

- Identify your partner's use and level of force so that you can assess danger to you and your children before it occurs.
- Try to avoid an abusive situation by leaving.
- Identify safe areas of the house where there are no weapons and where there are always ways to escape. If arguments occur, try to move to those areas.
- Don't run to where the children are as your partner may hurt them as well.
- If violence is unavoidable, make yourself a small target; dive into a corner and curl up into a ball with your face protected and arms around each side of your head, fingers entwined.
- If possible, have a phone accessible at all times and know the numbers to call for help. Know where the nearest pay phone is located. Know your local battered women's shelter number. Don't be afraid to call the police.
- Let trusted friends and neighbors know of your situation and develop a plan and visual signal for when you need help.

- Teach your children how to get help. Instruct them not to get involved in the violence between you and your partner. Plan a code word to signal to them that they should get help or leave the house.
- Tell your children that violence is never right, even when someone they love is being violent. Tell them that neither you nor they are at fault or cause the violence, and that when anyone is being violent, it is important to keep safe.
- Practice how to get out safely. Practice with your children.
- Plan for what you will do if your children tell your partner of your plan or if your partner otherwise finds out about your plan.
- Keep weapons like guns and knives locked up and as inaccessible as possible.
- Make a habit of backing the car into the driveway and keeping it fueled. Keep the driver's door unlocked and others locked -- for a quick escape.
- Try not to wear scarves or long jewelry that could be used to strangle you.
- Create several plausible reasons for leaving the house at different times of the day or night. Call a domestic violence hotline periodically to assess your options and get a supportive understanding ear.

Getting Ready to Leave

- Keep any evidence of physical abuse, such as pictures, etc.
- Know where you can go to get help; tell someone what is happening to you.
- If you are injured, go to a doctor or an emergency room and report what happened to you. Ask that they document your visit.
- Plan with your children and identify a safe place for them (for example, a room with a lock or a

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friend's house where they can go for help). Reassure them that their job is to stay safe, not to protect you.

- Contact your local battered women's shelter and find out about laws and other resources available to you before you have to use them during a crisis.
- Keep a journal of all violent incidences, noting dates, events and threats made if possible.
- Acquire job skills as you can, such as learning to type or taking courses at a community college.
- Try to set money aside or ask friends or family members to hold money for you.

General Guidelines for Leaving an Abusive Relationship

- You may request a police stand-by or escort while you leave;
- If you need to sneak away, be prepared;
- Make a plan for how and where you will escape;
- Plan for a quick escape;
- Put aside emergency money as you can;
- Hide an extra set of car keys;
- Pack an extra set of clothes for yourself and your children and store them at a trusted friend or neighbor's house. Try to avoid using next-door neighbors, close family members and mutual friends;
- Take with you important phone numbers of friends, relatives, doctors, schools, etc., as well as other important items, including:
 - Driver's license;
 - Regularly needed medication;
 - List of credit cards held by self or jointly or the credit cards themselves if you have access to them;
 - Pay stubs;
 - and checkbooks and information about bank accounts and other assets.

If time is available, also take:

- Citizenship documents (such as your passport, green card, etc.);
- Titles, deeds, and other property information;
- Medical records;
- Children's school and immunization records;
- Insurance information;
- Copy of marriage license, birth certificates, will, and other legal documents;
- Verification of social security numbers;
- Welfare identification; and
- Valued pictures, jewelry, or personal possessions.
- Create a false trail. Call motels, real estate agencies, and schools in a town at least six hours away from where you plan to relocate. Ask questions that require a call back to your house in order to leave phone numbers on record.

After Leaving the Abusive Relationship

If getting a restraining order and the offender is leaving:

- Change locks and phone number;
- Change work hours and route taken to work;
- Change route taken to transport children to school;
- Keep a certified copy of your restraining order with you at all times;
- Inform friends, neighbors and employers that you have a restraining order in effect;
- Give copies of restraining order to employers, neighbors, and schools along with a picture of the offender.
- Call law enforcement to enforce the order.

If you leave:

- Consider renting a post office box or using the address of a friend for your mail ;
- Be aware that addresses are on restraining orders and police reports;
- Be careful to whom you give your new address and phone number;
- Change your work hours if possible;
- Alert school authorities of situation;
- Consider changing your children's schools;
- Reschedule appointments that offender is aware of;
- Use different stores and frequent different social spots;
- Alert neighbors and request that they call the police if they feel you may be in danger;
- Talk to trusted people about the violence;
- Replace wooden doors with steel or metal doors. Install security systems if possible;
- Install a lighting system that lights up when a person is coming close to the house (motion sensitive lights);
- Tell people you work with about the situation and have your calls screened by one receptionist if possible;
- Tell people who take care of your children which individuals are allowed to pick up your children. Explain your situation to them and provide them with a copy of the restraining order;
- Call the telephone company to request caller ID. Ask that your phone be blocked so that if you call, neither your partner nor anyone else will be able to get your new, unlisted phone number.

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OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH

Currently offenders on probation who have domestic violence indicators include 443 domestic violence offenders ordered to attend anger management programs and 714 domestic violence offenders who are ordered to attend a 48 week certified batterer intervention program. Domestic Violence is not about anger it is about power and control. The effectiveness of CBIPs is still unproven, but what is known was summarized by **Bob Moyer** in a report to the Domestic Violence Court project in York County last year.

Excerpts from Robert Moyers To BIP or Not to BIP

“In conclusion, although experiments on BIPs effectiveness are inconclusive, the research I have reviewed in the second part of this presentation provides two compelling reasons for making offenders complete a BIP.

1. REDUCED REOFFENDING:

When more offenders complete batterer education programs there will probably be fewer victims of domestic violence.

All the non-experimental research conducted in this decade shows that offenders who complete a batterers' program are less likely to re-offend than are offenders who drop out. Controlling for all other differences between completers and dropouts that researchers have been able to think of so far does not make this effect go away. The obvious implication of this research is that if more offenders completed batterer education there would be fewer victims of domestic violence.

-OVER_

Although this kind of research does not definitively prove that BIPs work, victims are at risk right now. Many women will be punched in the face, thrown down the stairs, kicked in the stomach when they are pregnant--and even beaten to death, as **Lisa Deprez** was while I was preparing this report—if we postpone action until we have definitive proof.

Because there is good presumptive evidence that BIPs work, I believe that the Precautionary Principle (Raffensperger & Tickner, 1999), borrowed from environmental law, should guide our actions. This principle states:

“When an activity raises threats of harm to human health or the environment, [as DV surely does] precautionary measures should be taken even if some cause and effect relationships are not fully established scientifically.”

2. IMPROVED RISK MANAGEMENT:

Monitoring BIP attendance will improve risk management of DV offenders.

Quite apart from the issue of whether BIPs truly reduce reoffending is the fact that dropping out of a BIP is a red flag for reoffending. In fact, dropping out predicts reoffending more consistently than any other risk factor that research has yet identified. The only way we can obtain this particular information is to assign an offender to a BIP and monitor his attendance. Then, if this red flag is raised, swift criminal justice responses such as heightened scrutiny and incarceration may prevent reoffending. At the same time victims can be alerted so that they can review their safety planning in light of the increased danger.”



LEADERSHIP DEVELOPMENT PROGRAM

“Do the very best at whatever job or task you are given.”

By Marty Magnusson, Commissioner
Update by Pierrette Ayotte, Staff Development Coordinator

The Leadership Development Program is designed to enhance the quality, consistency and continuity of leadership within the Department. It is composed of several components. First there is the CORE level training which is made up of the Day 1 & 2 training plus seven modules. Those modules are: Ethics, Organizational Culture, The Organization as a System & Managing Change, Communication Style and Theory, Managing Conflict and Managing Difficult People, Coaching & Motivating, and Collaborative Decision-Making & Effective Meetings. The second component is comprised of focused training. That training will be developed to meet the specific needs of individuals. For example, an executive level person may need training on budgets and legislative issues, while a mid-manager may need to learn how to deal with the media, and union issues. The next component of the Leadership Development Program is the Project component. This is where individuals come up with project ideas that can be implemented to benefit the department. You can begin thinking about project ideas now.

With the CORE training developed and well underway, the focused training is where we now turn our attention. Soon a questionnaire will go out to gather your input for the topics that would benefit you personally. When you get the questionnaire, please take the time to respond with your ideas for training topics. This will be your opportunity for input into this component of the Leadership Development Program. The hope is to start delivery of this component in the fall of 2006. I'll keep you posted.

Dick Card - Which corner do you belong in?



DEPARTMENT OF CORRECTIONS

MAINE STATE PRISON

PERSONNEL

WELCOME TO OUR NEW HIRES—8/29/2005:

New Correctional Officers

Michael Allaire
Douglas Bertran
Glenn Brown
Benjamin Bryan
Joseph Chaplin
Miguel Corte's Santiago
Holly Eastman
Deborah Fletcher
Peter Fletcher
Garry Grass
Greg Jones
Brian Kimball
Christine O' Connor
Pamela Sampson
Nathan Staples

RETIREMENT—8/31/2005

CO Robert Sampson

PROMOTIONS—8/14/2005

Corr. Officer to Corr. Sergeant

Alan Bartlett
Ryan Fries
Clinton Lanphier
Kenneth Vigue

EMPLOYEE OF THE MONTH AUGUST 2005



Sergeant Luther Thornton was recognized as the Employee of Month for August. Sergeant Thornton has been employed at the Maine State Prison for 12 years and is currently assigned as the Central Control Sergeant.

Sergeant Thornton is diligent in performing his duties and maintaining all Central Control operations. He was instrumental in establishing an effective key management system. Sergeant Thornton demonstrates exceptional initiative and is a highly motivated individual.

Congratulations! Your exceptional performance is appreciated

EMPLOYEE OF THE MONTH- SEPTEMBER 2005

David Flynn, Correctional Trade Shop Supervisor at the Maine State Prison was selected as Employee of the Month for September. David has been employed at the prison for the past 21 years and has experience as Correctional Officer, Correctional Trades Instructor, as well as a Correctional Trade Shop Supervisor.

David is a motivated individual who performs his assigned duties in an exemplary manner. He also volunteers for special projects and routinely works overtime for Security to help reduce the overtime mandates normally performed by Correctional Officers.

Congratulations David! Your positive attitude and willingness to be a team player is a definite asset to the Maine State Prison and the Department of Corrections.

Maine State Prison continued

Firearms Training Unit

The Firearms Training Unit at the prison is hard at work completing firearms training for correctional officers, correctional supervisors and other departmental employees again this year. **Steven Markwith** is the Chief Firearms Instructor and he is assisted by Firearms Instructors **Roy Chaston**, **Michael Garan** and **Roger Bonsant**.

Sergeant Markwith has been employed at the prison since 1982 and assigned to the FTU since 1985. Steve recalls that when he was first assigned to the FTU new officers received two days of firearms training. This included all classroom training and range qualification with the rifle, shotgun and revolver.

Since that time, firearms' training has evolved to reflect changes in technology and training doctrine. Today, officers are trained on a variety of weapons including the revolver, pistol, shotgun and rifle. Also, non-lethal systems such as bean bag and pepperball are being reviewed. The Use of Force and Firearms Safety are emphasized and are equally important in the training of all officers.

The role of the Firearms Training Unit has expanded over the years to include a more departmental and standardized approach to the training and qualification of all correctional officers, investigators, as well as probation and parole officers within the Maine Department of Corrections. As an example, several new probation and parole officers attended the Basic Pistol Program at the Maine State Prison recently.

A variety of firearms training courses and programs have been developed for departmental employees including a week long Basic Handgun Program (revolver or pistol) and several specialty programs involving support weapons like the rifle and shotgun. CERT Team members receive advanced training involving the tactical application of various weapons.

The range site has also evolved from an open hay field to a well equipped modern day shooting facility. This site includes an indoor classroom and storage building, tower, moving target system, an array of fixed or reactive steel targets and automated clay bird machines.

All instructors in the Firearms Training Unit are experienced lifelong shooters who hold certifications from the Federal Bureau of Investigation, Maine Criminal Justice Academy, Smith & Wesson Academy, NRA and other military or private organizations. A number of instructors from other facilities or divisions also assist in the delivery of many of the firearms training programs.

The Firearms Training Unit is a cohesive team oriented group of firearms instructors that demonstrate a commitment to the importance of the firearms training in the Department of Corrections. High standards of proficiency are maintained and employees earn successful completion in any firearms training program.

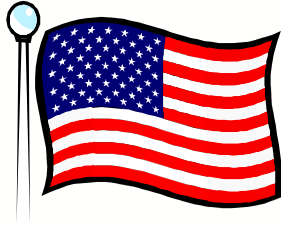
The Firearms Training Program is a model of excellence within the Department of Corrections and the efforts of Steve Markwith and all the instructors in this program have not gone unnoticed. A sincere thank you to each of you.



MDOC Firearms Training Unit

DEPARTMENT OF CORRECTIONS

Maine State Prison continued



Military Duty – Welcome Home!

Recently, four employees at the Maine State Prison, **Chad Benner**, **Brian Abbot**, **Charles Amborn** and **Ken Vigue** returned from military duty in Iraq.

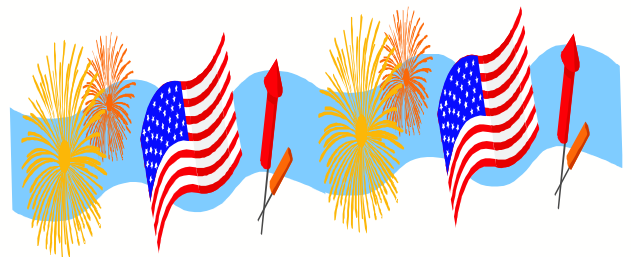
Chad Benner, Brian Abbott and Charles Amborn served with the 133rd Combat Heavy Engineer Battalion stationed in Mosul, Iraq. The battalion serves to build roads, health clinics, refurbish schools, military living quarters and other construction projects as necessary. During their time in Iraq they performed over 800 missions. Chad received the Army Achievement Medal and Brian received the Bronze Star for their outstanding performance in Iraq. Charles Amborn is still on active duty in the United States and it is unknown what awards he may have received.



Ken Vigue served with the 1/152 Field Artillery, A Battery at the Abu Ghraib Prison, 15 miles west of Baghdad. This prison housed over 8400 prisoners. In April 2004 there was a mortar attack at the prison that lasted over 6 hours. Ken received many awards during his tour of military service, including a Bronze Star.



Their exemplary service is commendable and appreciated. The Maine State Prison is proud to have these outstanding individuals as employees and their absence during their military assignments did not go unnoticed.



DEPARTMENT OF CORRECTIONS

BOLDUC CORRECTIONAL FACILITY

SUBSTANCE ABUSE DEPARTMENT

The Substance Abuse Department at the Bolduc Facility offers several relevant programs as possible. **Rick Horton** oversees many programs which range from informal to educational and therapeutic. Those programs include:

- **Bottom Line**
- **Addictions 101**
- **Journey Toward Recovery**
- **Return to Self**
- **Focus on Change, and**
- **Moving Forward**

The most recent addition to the department's offerings offers counseling on the exploration of issues that they may face upon their release. Rick's dedication to his programs are very much appreciated by the staff as well as the inmates.

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EMPLOYEE OF THE MONTH

Sgt. **Dawne George** was chosen for employee of the month of July. Due to the shortage of staff, Sgt. George consistently backs her officers with additional help to ensure that the facility is run efficiently.

Gary Tilton for August. Gary is a very dedicated employee who goes above and beyond not only in his classroom but in all other areas as well. His hard working and dedication are very much appreciated.

Paul Dube for September. Officer Dube is constantly going over and above what is required in the course of his duties. Paul has moved to third shift.



Those employees that have been chosen as Employee of the Month have continuously shown their dedication and pride in the work they do here at the Bolduc Correctional Facility. Thank you to all!



Farm Crew

The harvest season is just around the corner. **Paul Dow's** crew consisting of **Stephan Plessner** and **Tony Grotton** have been busy this summer tending to the many crops that will be soon harvested. Generally, the bean and potato crops have been abundant from year to year due to the combined efforts of Paul's crew. Your work is very much appreciated!

Welcome to our new Unit Clerk

Martha Boynton has been selected as Unit Clerk to assist **Unit Manager Felt** in his day to day activities. Welcome aboard!

Education



This has been a busy fall semester in the education department. There are four Southern Maine Community College students enrolled in math courses delivered over the NovaNet system. Multi-media lessons are up and running again after being inaccessible for over a year. There are two students enrolled in ITV courses through the University of Maine. The Education Department received a 21" color television, DVD/VHS player and a cart from the Maine Street Transition program

COMPUTER



UPDATE

A hearty thank you goes to **Darlene Hale** for her work in installing a new server at the Bolduc facility. This has enabled everyone to work more efficiently, and speed within the system has improved dramatically since the installation.



DEPARTMENT OF CORRECTIONS

MAINE CORRECTIONAL CENTER



NEW HIRES: Correctional Officers

Pamela Washington	Kevin Sukeforth
Matthew D'Auteuil	Gary Osgood
Brandon Traknis	Dennis Veno
Brian Espe	Brent Stroud
Brian Ahlquist	Delores Walker-Lunt
Linda Morrill	Leslie Silcox
Kimberly Dame	Jason Turner
Rosemarie Burns	John Willard

PROMOTIONS:

James Giardino from Correctional Officer to Assistant Classification Officer
Dawn Grass, Assistant Classification Officer to Acting Classification Officer

TRANSFERRED:

Susan Holmes, our Staff Development Specialist IV, has accepted a position as a Training Coordinator at the MCJA in Vassalboro, Maine. Good Luck Susan!

MOVING ON is Chaplain **James Plourde**. Jim has been the Chaplain at MCC for a little over two years. In that time he has revitalized the programs and services provided by the Chaplain's office and the volunteers. Jim is returning to his home in the St. John Valley and will be a guidance Counselor in MSAD 33 serving Upper and Lower Frenchville and St. Agatha from his new office at Wisdom High School.

RETIREMENTS:

Stephen M. Rand has retired after 24 years with the Maine Correctional Center. Stephen has served as a Correctional Officer, Assistant Classification Officer, Correctional Sergeant and Correctional Captain. Stephen was actively involved in the Employees Benevolent Association for the last several years as Treasurer and President. Stephen, a graduate of Portland High School can be found in the broadcast booth for WPPS – the Portland Public Schools Cable Access Television channel for Bulldog Football games and on the sidelines in coaching freshmen football players for the Bulldogs.

Anthony Sosebee came to the Maine Correctional Center having retired from the U.S. Air Force in 1991. Don has worked as a Correctional Officer Cook for the past 14 years and looks forward to his second retirement with no special plans.

Ron Currier retired after 14 years at Maine Correctional Center. Ron's last assignment was in the Recreation Department where he helped maintain a popular prisoner program. Ron coached the basketball team in their games against staff and other community teams as well as umpired softball games and coached the prisoner team. He was able to initiate several of his ideas which helped the prisoner population reduce their stress levels and develop health life styles.

Tom Davis retired after 26 years with the State. Tom has worked at MCC for two years and previously for 24 years with the Bureau of Liquor Enforcement. Tom will be busy working with his antique cars; and will be enjoying his retirement along with his wife!

Judy Haywood retired after 43 years of total service. Judy has served with Probation and Parole, as Secretary to the Superintendent and as the Classification Officer. Judy has moved to Tennessee to be with her family.

DEPARTMENT OF CORRECTIONS

Maine Correctional Center continued

Gerry Steeves retired in October following a long career that started at the Maine Correctional Center as an Officer. His interest and knowledge of computers lead him into a job managing the computer network at MCC and eventually into the position of Information Services Support Specialist II. Gerry has been a tremendous help in getting computers, setting them up and resolving many problems in this area at MCC.



Farewell to **Sergeant Raymond 'DOC' Dougherty**. Doc passed away on Tuesday September 20, 2005. A Viet Nam Veteran, Doc was employed by the Correctional Center in October 1976 and received medical retirement in October 2004. He served as a Correctional Officer and retired as a Correctional Sergeant. He sat on the rules revision committee that was instrumental in the establishment of two housing areas, Dorms five and six, before they opened. He provided instruction to new employees in the safe transportation of prisoners outside of the facility and insured they were properly trained to perform their duties inside. He coached the staff softball team for many years. Doc was a friend and mentor and for many years was treasurer for the Employee Benevolent Fund. He is described by a fellow officer as "honest, upbeat, straightforward and dependable. If there was a problem he took care of it." Doc had the respect of both staff and prisoners. He cared. He will be missed.

MCC Recognitions

MCC recognizes its ACA readiness team: The Entire Staff; all of whom worked their fingers to the bone that MCC could be compliant with 100% of the mandatory standards and 96.5% of all other standards. Corrective action plans and recommendations for changes in policy statements are already being worked on for the final review by the Commission on Accreditation.

Meritorious life saving commendations go to Officers **Denise Fortin, Richard Roy** and Correctional Medical Services employees **Christine Greenwood** and **Margaret Flanagan** for their action in helping save the lives of two prisoners; one of whom was choking to death and one who was in cardiac arrest.

MCC Annual Team Work Award goes to **Mike Robertshaw, Wayne Willette, Richard Cauoette, Butch Vickerson, and Bob Hudson** for their outstanding work in completing the new program area used by the R.U.L.E. Program and the Supervised Community Confinement Program. Their efforts saved the State thousands of dollars in construction costs and was done in a professional and timely manner.

Employee recognition week, celebrated in mid September, was a rousing success at MCC. Employees were recognized for their contributions to the general operation of the facility and treated to a BBQ half chicken, corn on the cob, coleslaw, lemonade, cookies and ice-cream. Officers and employees were served at their posts or at noon time meals in the visits room.



DEPARTMENT OF CORRECTIONS

CHARLESTON CORRECTIONAL FACILITY

PERSONNEL

<u>ANNIVERSARIES IN SEPTEMBER</u>	<u>YEARS</u>
Jim Chase	18
Paul Robbins	8
Scott Carlson	5

<u>ANNIVERSARIES IN OCTOBER</u>	<u>YEARS</u>
Rick Laliberte	19
Kathy Priest	8

WELCOME TO OUR NEW HIRES:

Richard Laliberte, II; acting capacity Corrections Officer
Jeremy Muth, Corrections Officer transfer from
Maine State Prison



CONGRATULATIONS TO:

Terry Smith & wife on the birth of
their first baby, a girl.

DOWNEAST CORRECTIONAL FACILITY

CORRECTIONS OFFICERS

The Downeast Correctional Facility has had quite a few officers leave over the last twenty plus years. A couple of those who have recently retired are **Walt Stadler** with 14 years and most recently **Dennis Sprowl** with 20 years, they also were 20 year retirees from the Military. Walt is a retiree from the Air force and Dennis is a retiree from the Navy. Each man leaves with the respect and best wishes of their fellow Officers.

The job of a correctional employee is a thankless one, filled with the stress of the job. Ours is a job without the feelings of accomplishment that accompany jobs that have a visible, countable product. A job where you can see what you have produced. This job can become very taxing when mandatory overtime make coming to work a mystery, you know the mystery

of when do you get to go home! Overcrowded and understaffed seem to be the catch words for the department over all. We are very lucky to have the quality staff we have throughout the DOC to be able to handle these types of stresses and still come to work. I am proud to be counted among the rank and file.

The changes of our shifts to the 12.33 hour day at DCF have cut way back on mandatory overtime, but have not eliminated it. The changes in shift hours and days off have brought moral to an all time high, with a sharp decline in the use of sick time. Not to mention in these days of high gas prices the savings of not having to drive to work two extra days in a 14 day cycle. Our junior officers have the same scheduled days off as the senior officers, though most work nights.



On a lighter note the Officers were all issued new rain coats. These could not have come at a better time with the 40 days and 40 nights of rain we've been getting.

Officer Brian Day happy to receive one of the new functional and

light weight raincoats took time out from his busy schedule to model his for the camera.

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The Downeast Correctional Facility has had very competent nurses since its beginnings. We are proud to announce that two of our present nurses **Rachael** and **Dawn** both have been notified that they passed their tests and are "Currently Certified Correctional Health Professionals" congratulations ladies! CONGRADULATIONS!!!

DEPARTMENT OF CORRECTIONS

LONG CREEK YOUTH DEVELOPMENT CENTER

Long Creek Sports Programs Prove Important

Kim Deering-Recreation Supervisor

Due to the success of some sports programs currently running, Long Creek is now offering more times for students to play basketball and hockey with volunteers from the community. These programs are set up much like a recreation league you find offered by many cities throughout the state. We currently have 17 volunteers playing organized basketball and 13 volunteers playing hockey throughout the week with our students. I have seen student's behavior and skills improve by being a part of these programs. Many students take it upon themselves to make these volunteers feel comfortable and welcome. They interact with the volunteers and their peers in a mature fashion throughout the programs. Their sportsmanship, social skills and teamwork are exemplary. Our volunteers come from local fire departments, DOC, Spurwink, local YMCA's, city recreation departments, Ingraham, FedEx, UNUM, and other local companies. We also have graduate students in social work and psychology volunteering. These people are great models for our students and offer guidance and encouragement on and off the court. The purpose of these programs is to improve physical and social skills, self-esteem, sportsmanship, teamwork, communication, and anger management. Through these programs we will make students aware that there are very similar opportunities available in their communities and schools that they can access and be successful at participating in. We will also help locate, gather information and possibly arrange for students to participate in their local recreation and school programs in their community when they leave us. These programs are just another way to connect students to more resources and mentors to help guide them so they do not re-offend. With the variety of volunteers, we are also hoping to expand recreational activities that are offered by using their other talents such as guitar playing, skateboarding, art, weightlifting and more sports programs.

On October 7th, 8th, and 9th at LCYDC we had the first Kairos religious event in Maine juvenile corrections history. It was called the "Torch" weekend. 20 residents were involved with 25 new volunteers. The new volunteers will be mentoring, for up to 6 months, many of the youths who participated in the program. In 6 months a new team is formed and they come back to participate in another weekend with the residents. Also, a team is forming for a weekend involving the female residents. The residents involved were very excited and were pleased with the weekend. LCYDC is looking forward to the next weekend they come!

MOUNTAIN VIEW YOUTH DEVELOPMENT CENTER

PERSONNEL

<u>ANNIVERSARIES IN SEPTEMBER</u>	<u>YEARS</u>
Kevin Perry	17
Brian Carle	15
Jeffrey Grant	8
Lynette Dow	7

<u>ANNIVERSARIES IN OCTOBER</u>	<u>YEARS</u>
Eric Hansen	20
Jim Sinclair	15
Bill Goodman	12
Gary Gray	11
Heidi Hamilton	8
Shane Tyrrell	7
Kent Commeau II	7
Marsha Higgins	7
John Simmons	6
David Lovejoy	6

WELCOME TO OUR NEW HIRES:

Dawn Fernandez, Teacher;
Marla Gerber, Teacher;
Amanda Hanscom, Psych Social Worker II;
John Batchelor, Correctional Food Service Manager
Kevin Brandes, Juvenile Program Worker
Troy Hood, Juvenile Program Worker
Jessica Masse, Juvenile Program Worker
Anthony Smen, Juvenile Program Worker
Jessica Stalter, Juvenile Program Worker and
Marie Trojecki, Juvenile Program Worker

DEPARTMENT OF CORRECTIONS

MOUNTAIN VIEW YOUTH DEVELOPMENT CENTER *cont'd.*



CONGRATULATIONS TO:

Sue Cyr and Kevin Whitmore on the birth of a baby girl, October 6th.

Can you guess this person??

Dear DOC Staff: I'm in great hopes of winning the \$350 million Powerball lottery, so I'll send you all post cards from "My" Island...

EDUCATION

By Cheryl Quinn

The Mountain View Youth Development School have added four new staff members this summer/fall. **Cheryl White** was hired as Project Impact's administrative assistant. We have two new teachers – **Dawn Fernandez** in Special Education and **Bob Seccareccia** as the Physical Education and Health instructor. **Marla Gerber** officially became our librarian. **Lateef O'Connor**, an LA and Social studies teacher, left us to work for the University of Maine as a student recruiter, and **Marla** has now been hired as his replacement. **Pat Conant**, Special Ed Teacher, is leaving us to join SAD#48. Our best wishes go with both Pat and Lateef.

Some programs were added or revised such as Physical Education, Health, Life Skills, Drama, and Agriculture. The Drama group under the direction of **Pam Jelley** and **Sandy Cyrus**, our volunteer drama coach, presented skits to the facility at the end of the summer session. The morning schedule for JMG residents was revised to include specific job training in the vocational areas. The library began to offer formal times of visitation and programming. On-line courses/computers became an interest area with a great deal of "interest" shown by residents where they get assistance on coursework and practice skills in various computer programs such as Excel. In October, we are holding half day workshops on Personal Learning Plans.

Two days of Education workshops were held in June involving Unit Design and realignment with the Standards (Learning Results). This included our vocational areas where their State Technology Standards for Diversified Trades were integrated with the Learning

Results across disciplines. Teachers targeted Standards focused on by Local Assessments based on rubrics.

Teachers then spent the summer writing units and developing rubrics and assessments. Follow-up half day workshops were held periodically to provide feedback.

Three more workshop days were held at the end of July. The first involved training for MAP (Measures of Academic Progress). This program will assess residents up to four times per year and is based on the Learning Results. As the student answers questions, the complexity of the problem fluctuates up and down grade levels depending upon the accuracy of resident answers. The purpose of the workshop was to help all educational personnel understand how to utilize the results to best meet student needs. A half day workshop was held earlier in July for those proctoring the test program.

Two days of technological workshops were also conducted under the direction of **Jim Chiavacci** and **Gail Garthwait** from the University of Maine. Skills involving the development of electronic portfolios and the use of various information organizing programs were practiced.

The new Culinary room complete with Café nears completion with the work being done by the Building Trades students under the direction of **Jeff Schaller**. The Culinary department officially moved mid-August. The old culinary area is now the Mountaineering/ Experiential Learning Center. Building Trades students are constructing the needed furniture.

On September 9, we welcomed Education Commissioner **Susan Gendron** to our school and a tour of the facility. She held discussions with both teachers and students.

We are very pleased to welcome back "Rocket Man" **Jim Elliot**, Math & Science Teacher, who has been on active military duty since July, 2004. Jim was stationed in Eritrea and Ethiopia in eastern Africa, and served as Chief of Operations to the office of the United Nations Mission where he was responsible for the day to day military operations of the UN Mission. **WELCOME BACK Jim.**

DEPARTMENT OF CORRECTIONS

MOUNTAIN VIEW YOUTH DEVELOPMENT CENTER *cont'd.*

PROJECT IMPACT

“Interagency Model Project for Academic and Correctional Transition”

On October 6th Project IMPACT Advisory Board members and Transition Coordinator and Mountain View Youth Development Center’s mental health unit program and education staff provided Reintegration Team training for 70 team members from 16 school districts (superintendents, special-ed directors, principals and guidance counselors) plus DOE, DOC and DHHS staff involved in reintegrating youth from MVYDC to community educational programs. Participants gained an understanding of the legislative mandates pertaining to reintegration: describing the roles and responsibilities of DOC, DOE. and school districts whose students are under DOC supervision.

Participants received:

- Training Manuals; MVYDC’s School’s Course Descriptions; Detention and Committed Resident Handbooks
- Guided tours, refreshments provided by Culinary Arts Program, and a delicious roast beef luncheon buffet provided by kitchen staff.

The agenda included:

- History and Legislation: **Debra Hannigan**, Director of Special Services, MSAD #53
- Cooperative Agreement: *DOC Perspective:* **Larry Austin**, Deputy Superintendent
- DOE Perspective: **Shelly Reed**, DOE, Education Specialist
- Prevalent Risk Factors Among Committed Juveniles
- Project IMPACT: Transition Coordinator: **Joan Cameron**

- Reintegration: Roles of JCCO: **Mark Boger**, RCA.
- School’s Responsibilities: Superintendent **John Dirnbauer**, MSAD # 68: (Mountain View)
- Break-Outs: Where table groups discussed what are we doing now that is working? What do we need to add? What are the Barriers? What are our next steps?
- Report- Out: Table groups shared insights

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EQUESTRIAN AND CANINE PROGRAMS

By Sheena Lundin, Chief of Volunteer Services and Kathy Kemp, Jobs for Maine’s Graduates

Thanks to the combined efforts of various Mountain View staff members, the Equestrian and Canine Programs are off and running!

The Equestrian Program Riding Camps took place over two days at two different riding facilities. Each camp was 8 hours in length and served 8 kids per day. A total of 16 kids participated in a day filled with:

- * Riding safety lessons
- * Tack preparation
- * Anatomy
- * Grooming
- * Stable Maintenance
- * Hoof Care
- * Riding lessons
- * Nutrition
- * Riding
- * Team Building exercises

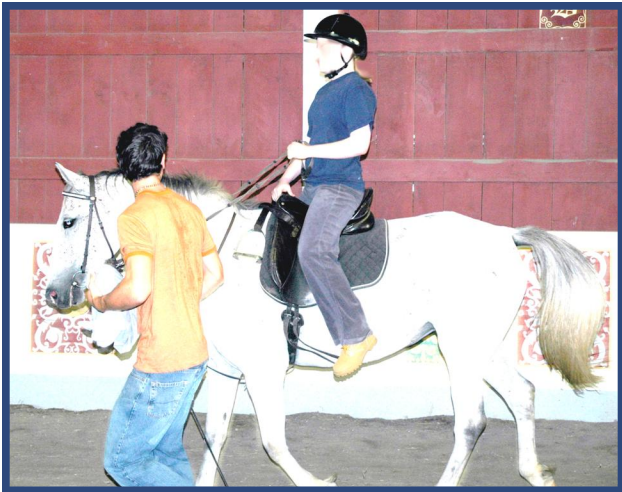
The two days were a wonderful experience for both kids and staff.

-Pictures next page-

DEPARTMENT OF CORRECTIONS

MOUNTAIN VIEW YOUTH DEVELOPMENT CENTER

EQUESTRIAN AND CANINE PROGRAMS *cont'd.*



Our kid's obedience train and prepare dogs for adoption as family pets. To date, three dogs have been adopted, thanks to the care and commitment the kids have given to these animals. Not to mention – the kids have become the best “pooper scoopers” in town!

Several other kids in the facility support the Canine Program by crocheting blankets for the dogs and cats living at the Humane Society.

Both the Equestrian and Canine Programs encompass the components of the Division of Juvenile Services Mission by proving experience with: volunteerism, community service, responsive justice, pro-social behaviors, skill based training, and future employment opportunities. These projects through the NCLB Grant also address the Maine Learning Results Career Preparation Standard and the ACA Work Experience and Employability Program Standard.



The Canine Program continues to be a success! Twice a week, three to four youth travel to the Bangor Humane Society to work with dogs in the following areas:

- * Obedience training using the “clicker” method
- * Grooming
- * Kennel care
- * Bathing
- * Study time at MV to include: informational videos on dog behaviors and reading material on dog training



DEPARTMENT OF CORRECTIONS

ADULT COMMUNITY CORRECTIONS

Region 1

New faces in Region 1

We're welcoming two new staff members this month. In the Portland Office, we now have the able assistance of **Danielle Craig** as a full time PO for Cumberland County. Danielle is a 1998 graduate of University of Southern Maine with a Bachelor of Art Degree in Criminology. Prior to joining our staff, she was employed by Volunteers of America Northern New England Inc. as Case Manager and in 2001 she was promoted to Manager of Community Justice Programs for Sagadahoc and Lincoln Counties.

In York County, **Jennifer Escoto** has come on board there. She is based in the Biddeford office serving as a full time PO covering the Old Orchard and Scarborough caseload. Before coming to this department, Jennifer was employed by the York County Sheriff's office as a Deputy Sheriff Corrections Officer from 1999 to 2004 and then moved on in 2004 when she began working for the Maine Judicial Branch as a Court Security Officer in the Springvale District Court.

Both Danielle and Jennifer bring to our region excellent prior corrections experience and should prove to be real assets to Region One. **Welcome aboard Danielle and Jennifer!!**

Receive Awards

On September 30 **Chief Justice Saufley** presented PPO **Allen Wright** and **Lisa Nash** with the Judicial Branch Special Services Award for 2005. This award was in recognition of work performance above and beyond the call of duty as they carried out their tasks of drug court client supervision. Chief Justice Saufley praised them for all their hard work and brought home the fact that their kind of dedication, understanding, and respect all combine to make Drug Court work today and undergirds the foundation for continued success in the years ahead.

It was a proud moment for both Lisa and Allen and from all of us here, may we add our hearty "Congratulations" and say "Well Done".

ADULT COMMUNITY CORRECTIONS

Region 3

Welcome new hires

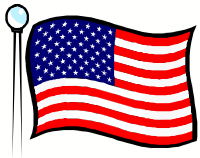
Region 3 welcomes new Probation Officer **JOE GALEGO** to our ranks. Joe is a graduate of the 76th Municipal County Basic Police School and worked with the Hallowell Police Department. He then moved on to the Kennebec County Sheriff's Office where he worked both as a Patrol Deputy and Investigator. In 2001 he joined the Gardiner Police Department as a Sergeant and most recently has been employed by the Department of Human Services as a Support Enforcement Officer in their Portland Office. Joe will be handling the Domestic Violence Court caseload for Northern Kennebec and Somerset County courts and will be working out of the Waterville Office. Joe lives in Augusta with his wife Michele and two sons age 6 and 3. WELCOME to Adult Community Corrections and to Region 3 Joe!!

Region 3 would also like to welcome **SCOTT LEWIS** to the Thomaston Office of Probation and Parole. Scott will be working the Knox County caseload along with **John Lorenzen** and **Anthony Prest** who have both been carrying caseloads of more than 200 for quite some time. Scott comes to us with lots of experience from the Belfast Office of Adult Community Corrections. Scott has been handling Anthony Prest's caseload for the past month while he is in Louisiana, but as soon as Tony returns, John and Tony's caseloads will be split into thirds and Scott will have the middle section of the alphabet. Welcome to Region 3 Scott!!

-OVER-

DEPARTMENT OF CORRECTIONS

ADULT COMMUNITY CORRECTIONS Region 3 continued



DEPLOYED AGAIN

Yes, you read right – **Anthony Prest** in Louisiana. He and the 133rd Alpha Company were deployed AGAIN to assist in the cleanup efforts of Hurricane Katrina. They were deployed as of October 2 and their orders are until November 4. In the last e-mail I received from Tony he said they would be flying home on the 29th of October but would still be on orders until the 4th of November. Although he was not looking forward to this latest deployment (after just returning from a year in Iraq in March and the fact that he would be missing ANOTHER duck hunting season), Tony and his troops feel proud that they are able to serve their fellow Americans in their time of need. WE ARE PROUD OF YOU TONY and once again THANK YOU for serving your country!!

RESOURCE COORDINATOR

Paul Duncan was promoted to Resource Coordinator back around the first of the year (SORRY it has taken so long to report this). Paul has worked for the State of Maine for nearly twenty-six years. Of those twenty- six years, twenty-two of them have been with the Department of Corrections. He began working as a Corrections Officer at the Central Maine Pre-Release in Hallowell in 1980. In 1987 he became an Intensive Supervision Officer for Region 3. After two years at this position he took a regular caseload in Augusta for a short period of time before taking the Probation Officer position in the Rumford Office where he spent the next seven years. He left the Department to work as a Support Enforcement Agent with the Department of Human Services for three years returning to the DOC in December of 2000. He came back and worked as the Court Probation Officer in York County for seven months before transferring to

Region 3 as Administrative Probation Officer which lasted for a very short period of time. He then took over the Court Officer duties. He also covered a domestic violence caseload as well as Domestic Violence Court in Waterville and Skowhegan. He recently handed over the DV Court Caseload to our new officer Joe Galego.

The Resource Coordinator position is new to Adult Community Corrections and is still in the developmental stages. Paul sees this position as helping to develop transition plans for clients being released from the institutions into Adult Community Corrections or the Supervised Community Corrections Program and to find and develop resources in the community that will aid in a (hopefully) seamless transition. Paul states “My hopes are that the position will help make things easier for our clients as well as their probation officers by hopefully having client’s needs such as housing, counseling, employment etc. addressed prior to their release from prison.”

Congratulations Paul and best of luck developing your new position.

PLANS IN THE WORKS

There are plans in the works for two office moves (HOPEFULLY in the near future). Although nothing is “carved in stone” at this time, the Regional Office in Hallowell and the Thomaston Office may be making moves shortly. The Thomaston Office is in need of a bigger space as it’s gotten a little crowded with the addition of our new officer. We are looking at space a little further down the road which will have more space and will also allow for the separation of adult and juvenile clients. As for the Hallowell office – they are looking to move closer to the Kennebec County Courthouses and Correctional Facility. Look to future DOC Talk issues for updates on these potential moves.

DEPARTMENT OF CORRECTIONS

JUVENILE COMMUNITY CORRECTIONS

Region 1

I had an entry ready for the last edition, but got pneumonia and was out when the article should have been submitted.

I wanted to mention that **Melissa Matthews** has been hired on a permanent basis and will now supervise the Scarborough girls and Portland girls N-Z. **Neil MacLennan** was hired in the acting capacity supervising Biddeford.

Jenn Goan has taken over the Sanford caseload and **Matt Nee** has taken the Falmouth, Yarmouth, Cumberland caseload as well as additionally acting as court officer.



We had our annual staff meeting at **Rick** and **Kelli Roger's** camp in Gray. After our meeting, Rick and Kelli served up Rick's award winning ribs as well as burgers and dogs, etc. We always enjoy our annual meeting there.



My son, **Dr. Mark Matthews** married **Panudda Kanchanakomtorn** on October 8th in Marietta, GA. It was a beautiful wedding held outside on the Indian Hills Country club. He is presently a Cardiology Resident in Hershey, PA.

John Coyne, JCCO, covering Portland boys is very busy campaigning for the School Committee in District 5 in Portland. He has worked diligently toward this position and is extremely concerned with education and is a very dedicated father and husband and would do a marvelous job in this capacity and we all wish him the best of luck.



We are all proud of **John Nevers'** 17 year old daughter Courtney. She has volunteered her services in the Region 1 Office on a number of occasions and has been appreciated by all. About a month ago, she flew to the small village of Toba Tek Singh, Pakistan for a 6 months mission's trip in which

she will serve as an aide, teaching English to grade school children. She is a senior at Bonny Eagle High School and is scheduled to return in February to graduate with her class. Courtney has been on other mission's trips before this but this is by far her most ambitious venture. We all had a big scare when we woke up to the news of the big earthquake but we were relieved to hear her village suffered minimal structure damage and no casualties what-so-ever. We will continue to pray and think of her regularly.

With the winter/holiday season fast approaching, I am sure we will have more news in the next issue.

JUVENILE COMMUNITY CORRECTIONS

Region 3

Greetings from Region 3 Juvenile Community Corrections. Yes, it certainly has been awhile since our last contribution to DOC TALK. Our last reporter, **Dyana White**, received a promotion to Central Office and has spent the last year serving our Country as an Army Reservist in Iraq. Dyana has recently returned home from Iraq and returned to work in October. As a result of this absence, our esteemed leader, **Mark Boger**, has done an extensive search for a new reporter, and by process of elimination and the fact that I was the only one interested, I am happy to report the news from our Region. This contribution will encompass the events over the past year, or so.

Over the past year, Region 3 has been fortunate to acquire three new members, **Brian Hurd**, **Tim McLaughin**, and **Susan Carr**. Both Brian and Tim are working as Juvenile Community Correction Officers while Susan has big shoes to fill as our new Regional Resource Coordinator. Recently, I was able to sit down and speak to all three to learn a little bit more about them professionally as well as personally.

Brian Hurd comes to us from the City of Brewer, where he worked as a Special Education Teacher for the Brewer School System. Prior to that, he worked in

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DEPARTMENT OF CORRECTIONS

JUVENILE COMMUNITY CORRECTIONS Region 3 continued

a juvenile residential program in Chapel Hill, North Carolina. According to Brian, that job is what sparked his interest in becoming a Juvenile Probation Officer. Brian is a Native to the State of Maine. He graduated from Bucksport High School and received his degree in Criminal Justice from the University of Maine. He is currently residing in Bangor. At the most recent conference, Brian proved himself to the Region by being a co-winner in the limbo contest. A title which he is very proud of and still brags about even still. Brian works in the Waterville sub office along side veteran JCCO, **Cheryl McKinney**, who has also been his Field Training Officer. Brian enjoys the outdoors in his spare time and is an avid follower of the Red Sox, spending all his spare time on trips to Fenway.

Tim McLaughlin is a recent acquisition by Region 3, and brings a lot of experience to the Thomaston Juvenile Community Corrections office. He most recently worked in the Batterers Intervention Program at New Hope for Women in Rockland. Prior to that he spent 12 years at the Weymouth House group home in Bristol, where he rose to the position of Program Director. Prior to that, he spent 4 years working at the Christopher Home in Caribou. Tim is currently working towards his Master's Degree in Human Service with a concentration in Criminal Justice. He is hoping to graduate with that Degree within the next year. Tim has very little spare time, as he is the Father of four children and has been happily married for 16 years.

Susan Carr is our newest hire, as she takes over for the recently retired **Martha-Jo Nichols**, as our Regional Resource Coordinator. Susan comes to us as a DOC internal hire, where she previously worked as a Social Worker at Long Creek Youth Development Center. Susan will be working out of the Regional Headquarters in Augusta. We are all very excited to have Sue on board.

As mentioned, with the hiring of Susan, we had the departure of one of the most beloved members of not only Region 3, but the whole Department of Community

Corrections, **Martha-Jo Nichols**. Martha officially retired in December of 2004 and I can't say enough about how she impacted all of us over the years. Professionally, she was a main player in framing out what Juvenile Community Corrections is today and was always the first in line to advocate for the best possible services for our clients. Personally, she was a real pleasure to know and work with and her impact will be felt for years to come. I am glad to report that Martha-Jo is enjoying her retirement, working under the title of Grandmother. Best wishes to you and your retirement Martha-Jo!!!

Over the course of the past year, several program changes and additions have occurred within our Department. State wide, we have seen the implementation of the Juvenile Risk Reduction Program, which is a new service provided by Spurwink, and the Juvenile Detention Alternative Program, provided by Youth Alternatives and Volunteers of America. Both of these programs are newly developed and designed and I am hoping to report their successes in the future. For awhile now, we have been working with Catholic Charities Maine and their new program, Functional Family Therapy. This program is specifically aimed to DOC clients and their families and has been instrumental in addressing the need of family counseling. We also have new programming for first time shoplifters through Kennebec Valley Mental Health's YES program, and have also seen the development of an adolescent intensive outpatient program at the Maine General Hospital in Waterville. It has been a very busy year in program implementation which is good news for both the Juvenile Community Corrections Officers and our clients who now have more resources than ever at their fingertips to address their needs best.

Finally, I am sure that there are other newsworthy items that have occurred over the past year that I have failed to mention, and will try to get those in future articles. For now, that's the news from Region 3, Juvenile Community Corrections.

DEPARTMENT OF CORRECTIONS

JUVENILE COMMUNITY CORRECTIONS

Region 4

Fall has arrived in all its beauty. Traveling up to M^VYDC last week, I noticed the colors of the trees and they were just beautiful. The pumpkins, gourds and corn stalks reminded me that I need to get my Fall decorations out and bring some of those brilliant colors inside.

Speaking of M^VYDC. I participated in a "Project Impact" training that was both interesting and informative. **Joan Cameron** did a great job organizing the training, which involved many different school districts, JCCO's and staff from M^VYDC. The program serves a purpose for positive collaboration between DOC and school districts.

There have been many trainings and workshops as of late. One new program that will be beneficial to JCCO's in working with kids and their families is now on board, JDAP. The Juvenile Detention Alternative Program is off to a busy start. **Renna Hegg** has spent a great deal of time and energy helping to build this new program. **Troy Varney**, the team coordinator, met with us in Region III and IV to explain their program. One of our many goals is to try and keep kids out of detention and this program gives JCCO's a detention alternative. **William Lagasse** is the director and **Nancyleah Waldron** and **Heather Henderson** are the case managers. We look forward to working with you all. Another training scheduled is MOAB, management of aggressive behavior. **Bill Francis** is the trainer and shares with us his expertise in this area.

Region IV JCCO's, along with **Dave Barrett** and **Galan Williamson** recently met with the folks who work with FFT. The functional family therapy program has been well used by all JCCO's. Keeping families together and encouraging positive parenting and good communications is another goal we strive towards as JCCO's. FFT has provided us with that support and helps each family achieve that goal. The outcome has been both positive and encouraging.

Speaking of families, here's another **Donna Miles** story. As I've mentioned in the past, Donna will tell you that most every time she and her family goes on vacation, it rains. People in the Bangor office find out which week she's going on vacation so we can pick a different one!



Donna, her husband, son and grandson went up to Sinclair, moose hunting. That was the week we got 10 inches plus of rain!!!! Donna reports the camper they slept in kept them dry but she was sure happy to get home to her warm house and shower! By the way, they did get a moose. :)

We sadly said good-bye to **Kelly Bickmore**, who was our liaison between BDS/DHHS and DOC. Kelly has moved on to a new job with Beacon Health Strategies. She will be responsible for pre-authorizing Maine Care Services. We will all miss her very much, and wish her the best of luck. Kelly said she will be back from time to time to say hello and have the "wkly. Tues. lunch" at our Bangor office.

"Our" other Kelly, **Kelly Lizotte** had some excitement when she attended TWO Dave Matthews concerts. She reports she never had so much fun! It's so healthy to have a "fun" diversion from time to time.



A little bird told me that **Julie Leavitt** and **Carolyn Chandler** both recently celebrated their 5th wedding anniversaries.

Speaking of anniversaries, in the month of November, **Donna Miles** celebrated her 27th year with DOC., **Jane Lenentine**, 5 years, **Sue Colson**, 19 years, and **Debbie Reynolds**, 8 years. Congratulations to everyone!

Now that Mother Nature and Father Time have gotten together once again to create another season, it's time for me to bring in the wood and settle in for Winter. I wish everyone a healthy and warm holiday season.



HAPPY HALLOWEEN

Mission Statement of the Maine Department of Corrections

The **mission** of the Department of Corrections is to reduce the likelihood that juvenile and adult offenders will re-offend by providing practices, programs and services which are evidence based and which hold the offenders accountable.

GUIDING PRINCIPLES

Evidence Based Practices are correctional interventions considered effective because they reduce offender risk and subsequent recidivism and therefore make a positive long-term contribution to public safety. Evidence based practices means that our decisions will be based on the best available information, risk assessment practices and intervention actions and will focus on those risk factors that exist in the individual or his or her environment which if changed will reduce the likelihood that an offender will offend again. The National Institute of Corrections Principles for Effective Intervention will provide the framework for our approach.

The delivery of comprehensive **Services for Victims** requires us to design and administer a system which complies with the statutory rights of victims and addresses the needs of the victim and the harm done by offending behavior and invites victims, if they choose, to be part of the process of effective intervention.

Collaboration can result in a more coherent continuum of care; one that uses evidence-based principles to reduce recidivism. By collaborating with each other, governmental agencies and community-based providers can jointly provide a comprehensive and integrated array of services that could not be provided by a single agency. Access to a well-organized network of services and pro-social community connections can greatly enhance an offender's ability to succeed.

Achieving Results, Ensuring Quality Services and Meeting Professional Standards will only be achieved through clearly articulated goals and strategies informed by staff's experiences and research and supported by training. What we know works and doesn't work, will inform all our policies, the programs we develop and implement, and the decisions we make. We are committed on an ongoing basis to evaluating and measuring our programs' effectiveness.

Investing in our People and the Organization means that we will continually develop the organization and change and realign the existing systems to appropriately support new innovations. Change requires dynamic leadership who can manage the process of leading and directing an organization that integrates evidence based practices and collaboration into day to day operations and who can transform organizational culture.

Prevention will be promoted by working with families and communities to address those factors which put children and families at risk and to protect them from those risks.